



# 80TH ANNUAL MEMBER MEETING

THURSDAY  
MARCH 26, 2026





**Board of Directors**

Phil Tenney – Chair  
Pam Bales – Vice Chair  
Dan McCasky – Sec/Treasurer  
Don Lombardi  
Jeff Streeter  
Amira Watters  
Jon Groerich  
Russ Tabor

**Supervisory Committee**

Charles Wright – Chair  
Joe Deloy  
Randy Gager  
Brittany Johnson

**ADMINISTRATIVE STAFF**

Mallory Fischbach – President/CEO  
Tim Cattau – Chief Lending Officer  
Matthew Logan – Chief Marketing Officer  
Krista Burnell – Chief Operations Officer  
– IT Manager  
Clarice Hawkins – VP of Accounting  
Becky Sturms – Administrative Assistant / Lending  
Kathy Poynter – Accounting Assistant  
Mara Calomino – Marketing & Business Development Rep  
Leanne Maruhn – Operations Assistant  
Brianna Bilbrey – Loan Service Professional

**BRANCH STAFF - LAKEWOOD**

Erika Sierra – Branch Manager  
Heidi Shannahan – Loan Officer  
Kyran Rausch – Loan Officer  
Preston DeLao – Member Solutions Consultant  
Azalia Chavez – Member Solutions Consultant  
Thomas Hicks – Lead Teller  
Kyle Lambertson – Teller  
Renee Hermosillo – Part-Time Teller

**BRANCH STAFF - LOVELAND**

Amber Sonnenburg – Branch Manager  
Nichole Lihudis – Loan Officer  
Teresa Oswald – Member Solutions Consultant / Marketing  
Machelle Egle – Member Solutions Consultant  
Rachel McGuire – Lead Teller  
Alexis Marceleno – Part-Time Teller  
Kelsie Greybar – Part-Time Teller

**BRANCH STAFF - WHEAT RIDGE**

Lisa McCallister – Branch Manager  
Tyler Edwards – Loan Officer  
Rufina Aragon – Loan Officer  
Andrea Borja – Member Solutions Consultant  
Trenton Robinson – Member Solutions Consultant  
Tina Carrasco – Lead Teller  
David Boone – Teller



**FOOTHILLS**  
CREDIT UNION  
**EIGHTITH**  
**ANNUAL MEETING AGENDA**

1. Call to Order
2. Ascertainment of a Quorum
3. Parliamentary Procedures
4. Reading and Approval or Correction of Annual Meeting Minutes  
Dated March 25, 2025 – Virtual via Zoom
5. Reports
  - a. Chairman's Report
  - b. Secretary/Treasurer's Report
  - c. Supervisory Committee Report
  - d. President's Report
6. Financial Report
7. Unfinished Business
8. Report of the Nominating Committee Chair
  - a. Elections
9. New Business
10. Adjournment



**ADOPTED AND APPROVED BY THE BOARD OF  
DIRECTOR'S AS A PERMANENT POLCIY ON  
MARCH 19, 1980 THAT THESE  
PARLIAMENTARY PROCEDURES BE USED AT  
ALL FUTURE ANNUAL MEETINGS OF  
FOOTHILLS CREDIT UNION**

1. Without exception, the State of Colorado Credit Union By-Laws and Robert's Rules of Order will be recognized as the parliamentary authority for this meeting.
2. When a member desires to address this meeting, he or she shall rise, address the Chair as "Mr./Madam Chair", and state his or her name before proceeding.
3. Debate shall be limited to five (5) minutes, unless the time is extended by the vote of the members.
4. Debate on any one subject presented to this annual meeting shall be limited to thirty (30) minutes, unless the time is extended by the vote of the members.
5. No person taking the place of an absent member shall participate directly in a voice vote on any subject before this annual meeting.
6. Voting shall be by acclamation except when there are more candidates than vacancies, then there will be a ballot taken. One ballot will be a valid ballot for multiple candidates.
7. Nominating speeches for all candidates shall be limited to five (5) minutes. No more than two (2) seconding speeches shall be made for any candidate, and such speeches are not to exceed three (3) minutes.
8. Members and persons recognized by the Chair shall be entitled to a respectful hearing. The Chair ahs the power to clear the room or have the persons escorted from the floor who may create any disturbance(s) which interfere with the orderly procedure of the annual meeting.



**Minutes of the 79<sup>th</sup> Annual Meeting**  
**March 25, 2025**  
**Virtual Meeting – Zoom**

Phil Tenney, Board Chair, officiated the meeting, and Scott McNeil, President of Foothills Credit Union, facilitated the meeting proceedings. Mr. Tenney called the meeting to order at 5:02 p.m. on Tuesday, March 25, 2025. The meeting was held virtually via Zoom.

Mr. McNeil welcomed members and volunteers in attendance and introduced several business partners who are also members, including Complete Spectrum and Alloya. He expressed appreciation to the staff members of Foothills Credit Union, especially those able to attend the meeting, and thanked past volunteers in attendance. He recognized the Supervisory Committee and Board of Directors and thanked them for their service. Mr. McNeil introduced the management team, highlighting the significant tenure across multiple positions, and welcomed new COO Krista Burnell and IT Manager Kevin Smyth. He concluded by thanking the entire staff for their hard work over the past year.

Mr. Tenney asked Mallory Fischbach to confirm ascertainment of a quorum. Ms. Fischbach confirmed that a quorum was present, exceeding the required number of members. Ms. Fischbach serves as Recording Secretary, with Matthew Logan designated as backup. Mr. Tenney stated that, in accordance with the bylaws, the meeting would be conducted following Robert's Rules of Order.

Mr. Tenney called for a motion to approve the minutes from the Annual Meeting held March 26, 2024. The motion was made by James Miller, seconded by Susan Pfaff, and carried.

Mr. Tenney asked if any of the following reports needed to be read: Board Chair, Board Secretary/Treasurer, Supervisory Committee, and President's Report. No request was made from the floor. A motion to accept the reports as presented was made by James Miller, seconded by Kathy Lawler, and carried.

Mr. Tenney then turned the meeting over to Mr. McNeil.

Mr. McNeil thanked volunteers, staff, and members for attending. He noted that this marked his 29th year as President of Foothills Credit Union and shared his appreciation for seeing both long-time and new members present.

Mr. McNeil provided highlights from the President's Report and updates on expansion projects. While the 2024 budget projected break-even performance, the credit union finished the year with a net income of approximately \$250,000, reflecting a strong recovery following expansion efforts. He also reported that the examination team had recently completed its review and was highly complimentary of staff, volunteers, and the organization's trajectory following the building expansion and COVID period.

Looking ahead to 2025, the credit union is budgeting for break-even performance. Mr. McNeil noted increased staffing needs, resulting in higher salary expense, as well as elevated loan losses contributing to overall expenses.

He introduced each branch and branch manager and provided an overview of the 2025 Strategic Plan, describing it as ambitious and the result of significant effort by both staff and volunteers. Key initiatives include a focus on profitability, expanded marketing efforts, career development, succession planning, and new products and services.

Mr. McNeil shared updates on new and recent product offerings. The credit union is preparing to launch FedNow and a new checking account product. In 2024, Velocity Rewards and Legal Shield were introduced. He encouraged members to take advantage of these offerings and the added benefits available.

Mr. McNeil opened the floor for questions.

1. Ann Hays asked if we had tap card available yet.
  - a. Mr. McNeil confirmed that contactless cards are currently available. A mass reissue was not conducted due to cost considerations; however, all newly issued or reissued cards are contactless. Members may request a new contactless card at any time.

There were no additional questions. Mr. McNeil returned the meeting to Mr. Tenney.

Mr. Tenney asked three times whether there was any unfinished business. There was none.

Mr. McNeil read the Report of the Nominating Committee, prepared by Scott Clausen, Nominating Committee Chair, dated March 21, 2025. The membership was advised that a vote was required to ratify the slate. Mr. Tenney called three times for nominations from the floor. There were none. A motion to cast a white ballot was made by James Miller, seconded by Susan Pfaff, and carried. A white ballot was cast, and all incumbents were re-elected. Phil Tenney, Pam Bales, and Amira Watters were elected to three-year Board terms expiring in 2028. Charles Wright, Joe Deloy, and Brittany Johnson were elected to two-year Supervisory Committee terms expiring in 2027.

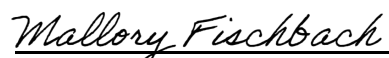
Mr. Tenney asked three times whether there was any new business. There was none.

Mr. Logan conducted the meeting giveaways:

- \$50 Visa Gift Card from Alloya – Susan Pfaff
- \$50 Visa Gift Card from Alloya – Kristen Mildenerger
- \$50 Visa Gift Card from Alloya – Sherry Apodaca
- \$50 Visa Gift Card from Alloya – Owen Hearty
- \$25 GiftOGRAM from Foothills – Kinzie Beavers
- \$25 GiftOGRAM from Foothills – Karen Parkison
- \$25 GiftOGRAM from Foothills – Jerry Stephens (Ana Hays)
- \$25 GiftOGRAM from Foothills – Jane Goin
- \$50 Cash from Foothills – Ralph Dierdorff
- \$50 Cash from Foothills – Cherly Garcia
- \$100 Cash from Foothills – Therese Megargee

Mr. Tenney called for a motion to adjourn. The motion was made by Kathy Lawler, seconded by Chris Baker, and carried. The meeting adjourned at 5:33 p.m.

  
Dan McCasky  
Secretary/Treasurer

  
Mallory Fischbach  
Recording Secretary



**FOOTHILLS**  
CREDIT UNION  
**BOARD CHAIRMAN'S REPORT**

Despite a challenging economic environment and the continued impact of our expansion projects in Wheat Ridge and Loveland, we remained steadfast in our commitment to growth, stability, and exceptional service to our membership throughout the past year.

With our expansion projects completed in 2022, our focus has shifted toward deepening our presence within these communities and fully realizing the opportunities they present. The dedication and hard work of our staff across all three locations have positioned the credit union to remain financially strong and resilient. In 2025, we welcomed new members, grew assets by \$2.36 million, and achieved loan growth of 3.53% — a testament to the trust our members continue to place in us.

The credit union recorded a modest loss of \$13,533 for 2025, primarily due to increased operational expenses and elevated charge-off funding. Even so, we outperformed our budget expectations despite economic uncertainty and a challenging rate environment. As anticipated, delinquencies remained elevated, and our charge-off funding reflected prudent and responsible financial management. While no organization welcomes a loss, we are confident in the long-term strength and direction of the credit union.

Lakewood remains a stable and consistent branch within our network, while the Loveland and Wheat Ridge locations continue to benefit from surrounding development and community growth. We are energized by the opportunities this expansion presents and are actively engaging with new neighbors as construction is completed and businesses begin to open. These investments are laying the foundation for sustained future growth.

This past year truly highlighted the resilience, adaptability, and professionalism of our staff. Navigating a difficult economy, a competitive interest rate environment, and staffing challenges required focus and teamwork. The Board's expectations were not only met but supported by a culture of accountability and dedication that continues to define Foothills Credit Union.

The year 2025 also marked a significant leadership transition. After 29 years of dedicated service, Scott McNeil retired as President/CEO. We extend our sincere gratitude for his leadership and the lasting impact he has had on the credit union. Following his retirement, Mallory Fischbach, who served as CFO for the past ten years, was appointed President/CEO. The Board is confident in her leadership, experience, and vision as she guides Foothills Credit Union into its next chapter.

Looking ahead, we remain focused on strengthening operations, supporting our communities, and maintaining the financial soundness that our members rely on. Our staff and volunteers are committed to navigating the future with confidence, adaptability, and a continued member-first mindset.

I am proud to serve alongside such a capable and forward-thinking team. Thank you for your continued trust and support of Foothills Credit Union as we build toward an even stronger future together.

Thank you,



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Phillip W. Tenney  
Chairman of the Board



**FOOTHILLS**  
CREDIT UNION  
**SECRETARY/TREASURERS REPORT**

As we entered 2025, the Board anticipated another challenging financial year for Foothills Credit Union. Following several years of economic uncertainty and a prolonged high interest rate environment, we prudently budgeted for a modest loss of \$44,000, reflecting rising operating costs, planned salary adjustments, and continued margin pressure.

I am pleased to report that we outperformed our budget, posting a small loss of approximately \$13,500. Given increased salary expenses and elevated loan loss provisions during the year, this outcome reflects disciplined financial management and strong operational execution.

While economic conditions impacted loan demand, management maintained positive momentum. The loan portfolio grew by 3.53% in 2025 — a solid performance relative to peers and an important contributor to long-term earnings strength.

Asset growth of 1.47%, combined with the modest loss, resulted in a slight decrease in our Net Worth Ratio from 7.53% to 7.41%. We remain within the “Adequately Capitalized” category, and maintaining and strengthening capital continues to be a central strategic priority for the Board.

Industry-wide delinquency trends required increased allowance funding in 2025, though we saw improvement toward year-end. Deposit pricing remains highly competitive, requiring a careful balance between member value and financial performance.

Our Asset/Liability Committee (ALCO), in partnership with McQueen Financial Advisors, provided steady oversight of rate risk and balance sheet management throughout the year. Decisions were made thoughtfully, balancing competitive pressures with the long-term strength of the credit union.

Looking ahead to 2026, our focus remains clear: grow loans responsibly, expand non-interest income, manage expenses carefully, and closely monitor liquidity as rates begin to ease. We are projecting a return to positive earnings, with modest net income of approximately \$10,000. While declining rates may compress margins, improving credit quality should reduce loan loss pressures. The Board remains engaged, disciplined, and confident in our direction.

We remain committed to strong financial oversight and long-term stability as we continue serving our members in Lakewood, Loveland, and Wheat Ridge, as well as throughout Jefferson and Larimer counties.

On behalf of the Board, thank you for your continued trust and confidence in the leadership, management, and staff of Foothills Credit Union.



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Dan McCasky  
Secretary/Treasurer





**FOOTHILLS**  
CREDIT UNION  
**SUPERVISORY COMMITTEE REPORT**

The Supervisory Committee is comprised of five (5) volunteer members of the Credit Union. Their service is essential to safeguarding the financial interests and assets of our membership. The Committee's primary responsibility is to ensure that members' funds are protected and that the Credit Union operates with integrity, transparency, and full regulatory compliance.

Throughout the year, the Supervisory Committee met quarterly to review Credit Union activities, evaluate financial records and internal controls, and ensure compliance with applicable regulations and bylaws.

### **Supervisory Committee Responsibilities**

The Supervisory Committee serves as an independent oversight body, focused on protecting member assets and ensuring the accuracy of financial reporting. Key responsibilities include arranging the annual external audit, overseeing internal audit functions, verifying member accounts, monitoring internal controls, and holding the Board and management accountable for sound operational practices.

During each meeting, the Committee reviewed critical operational and financial reports to confirm that the Credit Union continues to operate in a safe and sound manner. The Committee also assessed adherence to guidelines established by the National Credit Union Administration (NCUA) and compliance with internal policies and procedures.

In 2025, the Committee reviewed the annual external audit, semi-annual internal audits, the NCUA Examination Report, and various internal audit reports and risk assessments. Areas reviewed included BSA, ACH, SAFE Act compliance, lending practices, website oversight, information technology, and other operational functions.

As in prior years, audit results and periodic reviews confirmed that the Credit Union is managed with accuracy, accountability, and transparency.

The Credit Union also underwent an examination conducted by the Colorado Division of Financial Services as of December 31, 2024, in conjunction with the NCUA, resulting in a Report of Examination affirming Foothills Credit Union's status as a safe and sound financial institution.

The Supervisory Committee remains confident that it has fulfilled its responsibilities with diligence and professionalism over the past year. I extend my sincere appreciation to the volunteer Committee members for their dedication, expertise, and continued commitment to serving our membership.



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Charles Wright  
Supervisory Committee Chair



**FOOTHILLS**  
CREDIT UNION  
**PRESIDENT'S REPORT**

**Celebrating 80 Years of Foothills Credit Union** – eight decades of serving our members, empowering families, and enriching our communities. From our humble beginnings to today's \$163 million in assets and over 12,000 members, Foothills has grown because of the trust our members place in us and the dedication of our employees. As we celebrate this milestone, we remain committed to delivering exceptional service, expanding our footprint, and strengthening the communities we serve—now and for the next eighty years.

I'm so honored to step into the role of President & CEO at Foothills Credit Union. Serving our members and communities has been the privilege of my career, and I'm truly grateful for the opportunity to lead an organization I care so deeply about.

My journey at Foothills began on the front line and grew through roles in compliance and finance, culminating in nearly a decade as CFO. Along the way, I had the opportunity to help guide our team through meaningful growth and expansion—experiences that grounded me in our member-first mission and the importance of strong, day-to-day operations.

I would like to start off by thanking Scott McNeil, whose guidance over the years has shaped both the success of Foothills and my overall career. Without his support, neither Foothills nor I would be where we are today. With this leadership change comes the opportunity to take on new challenges, but we will continue to put members first. Providing a true member experience remains a core strategy for us. I would also like to thank our volunteer Board and Supervisory Committee for the support and guidance they continue to provide.

To our employees, we have faced some challenging years, and amidst the changes you have continued to thrive. Your dedication to our team and our members does not go unnoticed. It's a pleasure to serve alongside such a committed group, who truly have our members' best interests at heart.

To our members, thank you for your trust in making Foothills your preferred financial institution. In the coming year, we plan to focus on viability, operational efficiencies, member service, and career development. Ensuring the continued success and sustainability of Foothills is a primary goal. We are pleased with the growth we've seen over the past few years, and with that growth comes challenges and opportunities. We plan to enhance our member experience surveys to ensure we continue providing the same high level of service.

With the leadership change, we also have the exciting opportunity to encourage our staff to grow with the credit union. Career development remains a priority as we seek to retain and build upon the talent that makes member service our top focus.

I'm proud of what our team has accomplished together and energized by what lies ahead. Our focus moving forward is simple: strengthen what works, invest in our people, and continue improving the products and experiences that make a real difference for our members and communities.

Again, thank you to our members and Board of Directors for your trust, and to our staff for showing up every day with consistency, care, and heart. Educating individuals, empowering families, and enriching our communities has driven our success and vision over the past eighty years—and it will continue to guide us into the next eighty.

*Mallory Fischbach*

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Mallory Fischbach  
President/CEO



**FOOTHILLS**  
CREDIT UNION  
BALANCE SHEET

Account Descriptions	12/31/2025	12/31/2024	DIFFERENCE	% Change
Loans to Members	\$ 116,656,957.36	\$ 112,674,715.73	\$ 3,982,241.63	3.53%
Less: Loan Loss Allowance	\$ (829,786.84)	\$ (921,247.74)	\$ 91,460.90	-9.93%
Accounts Receivable	\$ 559,629.85	\$ 1,086,242.59	\$ (526,612.74)	-48.48%
Cash	\$ 857,298.88	\$ 1,040,572.01	\$ (183,273.13)	-17.61%
Investments	\$ 26,815,946.98	\$ 28,790,835.31	\$ (1,974,888.33)	-6.86%
Prepaid Expense	\$ 245,011.49	\$ 224,688.86	\$ 20,322.63	9.04%
Land & Building	\$ 13,151,358.27	\$ 13,613,794.47	\$ (462,436.20)	-3.40%
Other Fixed Assets	\$ 505,225.73	\$ 659,156.73	\$ (153,931.00)	-23.35%
All Other Assets	\$ 5,695,566.93	\$ 4,122,910.80	\$ 1,572,656.13	38.14%
<b>Total Assets</b>	<b>\$ 163,657,208.65</b>	<b>\$ 161,291,668.76</b>	<b>\$ 2,365,539.89</b>	<b>1.47%</b>
Accounts Payable	\$ (447,274.18)	\$ (1,235,867.30)	\$ (788,593.12)	-63.81%
Notes & Interest Payable	\$ -	\$ -	\$ -	0.00%
Dividends Payable	\$ -	\$ -	\$ -	0.00%
All Other Liabilities	\$ (501,347.13)	\$ (509,702.34)	\$ (8,355.21)	-1.64%
Shares of Members	\$ (150,573,394.54)	\$ (147,403,240.73)	\$ 3,170,153.81	2.15%
<b>Total Liabilities &amp; Deposits</b>	<b>\$ (151,522,015.85)</b>	<b>\$ (149,148,810.37)</b>	<b>\$ 2,373,205.48</b>	<b>1.59%</b>
Reserves		\$ (1,442,882.95)	\$ (1,442,882.95)	-100.00%
Undivided Earnings	\$ (1,442,882.95)	\$ (10,699,975.44)	\$ (9,257,092.49)	-86.52%
Net Income (Loss)	\$ (10,692,309.85)	\$ -	\$ 10,692,309.85	0.00%
Undistributed Net Income	\$ -	\$ -	\$ -	0.00%
<b>Total Capital</b>	<b>\$ (12,135,192.80)</b>	<b>\$ (12,142,858.39)</b>	<b>\$ (7,665.59)</b>	<b>-0.06%</b>
<b>Total Liabilities &amp; Capital</b>	<b>\$ (163,657,208.65)</b>	<b>\$ (161,291,668.76)</b>	<b>\$ 2,365,539.89</b>	<b>1.47%</b>
<b>BALANCED</b>	<b>\$ -</b>	<b>\$ -</b>		



**FOOTHILLS**  
CREDIT UNION  
INCOME STATEMENT

Account Descriptions	YTD		DIFFERENCE	% Change
	12/31/2025	12/31/2024		
Income From Loans	\$ 6,894,623.99	\$ 6,646,142.03	\$ 248,481.96	3.74%
Investment Income	\$ 1,074,833.38	\$ 1,107,493.25	\$ (32,659.87)	-2.95%
Fees and Charges	\$ 380,243.33	\$ 326,161.98	\$ 54,081.35	16.58%
Misc Operating Income	\$ 961,409.70	\$ 919,983.12	\$ 41,426.58	4.50%
Other Non-Operating Income	\$ -	\$ -	\$ -	0.00%
<b>Total Income</b>	<b>\$ 9,311,110.40</b>	<b>\$ 8,999,780.38</b>	<b>\$ 311,330.02</b>	<b>3.46%</b>
Employee Compensation	\$ 2,466,251.41	\$ 2,195,868.96	\$ 270,382.45	12.31%
Employee Benefits	\$ 541,399.57	\$ 491,976.92	\$ 49,422.65	10.05%
Travel & Conference Expenses	\$ 44,714.99	\$ 45,807.66	\$ (1,092.67)	-2.39%
Association Dues	\$ 30,170.00	\$ 24,449.47	\$ 5,720.53	23.40%
Office Occupancy	\$ 1,023,050.94	\$ 1,087,911.02	\$ (64,860.08)	-5.96%
Office Operations	\$ 922,604.36	\$ 857,019.49	\$ 65,584.87	7.65%
Marketing	\$ 115,473.03	\$ 107,887.17	\$ 7,585.86	7.03%
Loan Servicing	\$ 736,950.14	\$ 709,327.48	\$ 27,622.66	3.89%
Professional & Outside Services	\$ 514,937.06	\$ 482,329.37	\$ 32,607.69	6.76%
Provision for Loan Loss	\$ 565,983.95	\$ 588,515.52	\$ (22,531.57)	-3.83%
Exam & Supervision Fees	\$ 13,136.00	\$ 11,600.00	\$ 1,536.00	13.24%
Cash Over/Short - Overdrawn Acct	\$ 76,901.16	\$ 44,994.54	\$ 31,906.62	70.91%
Interest on Borrowed Money	\$ 414.33	\$ 1,245.93	\$ (831.60)	0.00%
Annual Meeting Expense	\$ -	\$ 272.39	\$ (272.39)	0.00%
Misc Operating Expenses	\$ (29,896.10)	\$ (56,376.97)	\$ 26,480.87	-46.97%
<b>Total Operating Expenses</b>	<b>\$ 7,022,090.84</b>	<b>\$ 6,592,828.95</b>	<b>\$ 429,261.89</b>	<b>6.51%</b>
<b>Income or Loss from Operations</b>	<b>\$ 2,289,019.56</b>	<b>\$ 2,406,951.43</b>	<b>\$ (117,931.87)</b>	<b>-4.90%</b>
Dividends/Interest-Shares & CD	\$ 2,304,520.26	\$ 2,278,326.11	\$ 26,194.15	1.15%
Non-Operation Income/Expense	\$ 12,285.72	\$ 12,285.72	\$ -	0.00%
Gain (Loss) on Disp of Assets	\$ (44,435.40)	\$ (181,509.95)	\$ 137,074.55	-75.52%
Other non-operating income/Expense	\$ 30,182.74	\$ 46,953.05	\$ (16,770.31)	0.00%
<b>Total Dividends &amp; Expenses</b>	<b>\$ 9,324,644.16</b>	<b>\$ 8,748,883.88</b>	<b>\$ 575,760.28</b>	<b>6.58%</b>
<b>NET INCOME OR LOSS</b>	<b>\$ (13,533.76)</b>	<b>\$ 250,896.50</b>	<b>\$ (264,430.26)</b>	<b>-105.39%</b>



**FOOTHILLS**  
CREDIT UNION  
**ANNUAL MEETING - NOMINATING COMMITTEE REPORT**

March 13, 2026

I certify this to be the statement from our committee. We received the following nominations for the committee positions listed on the Ballot;

**Board of Directors**

- Jon Grerich – Incumbent (14 years)
- Russ Tabor – Incumbent (4 years, prior experience with FCI FCU)
- Micheal Mulcahy – Incumbent/Appointed

Incumbents require no qualifications.

**Supervisory Committee**

- Randy Gager – Incumbent (4 years)
- Betsy Cockerill – Incumbent/Appointed

Incumbents require no qualifications.

Mr. Chairman, this concludes our report. As such, the ballot as printed is deemed valid and able to be voted on unless nominations are presented from the floor.



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Scott McNeil  
Committee Chair



**BOARD OF DIRECTORS**

Three Year Term to Expire in 2029. Vote for THREE:

- Jon Grerich - Incumbent
- Russ Tabor – Incumbent
- Micheal Mulcahy – Incumbent/Appointed
- \_\_\_\_\_
- \_\_\_\_\_

**SUPERVISORY COMMITTEE**

Two Year Term to Expire in 2028. Vote for TWO:

- Randy Gager - Incumbent
- Betsy Cockerill – Incumbent/Appointed
- \_\_\_\_\_
- \_\_\_\_\_



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